Tempe

Minutes
Human Relations Commission
March 17th, 2009

Minutes of the HUMAN RELATIONS COMMISSION held on TUESDAY, March 17th, 2009 6:00 P.M. at City Hall, 3rd Floor Conference Room, 31 East Fifth Street, Tempe, Arizona.

(MEMBERS) Present:
Florence Boyle
Arlene Chin
Kathy Dietz
Joseph Mann
Thaddeus Swiecki
Frank Morales
Linda Ritland
Josephine Vega

(MEMBERS) Absent:
Zach Berning
Colleen Byron
Fentress Truxon
Janis Webb
Patricia Young

City Staff Present:
Rosa Inchausti
Brandy Naleski

Guests Present:
Sarah Kaufman, ASU Student

Meeting convened at 6:05 P.M.

Chair Arlene Chin called the meeting to order and invited members of the public to address the Commission.

Agenda Item 1 – Public Appearances
Sarah Kaufman attended the meeting to observe. Sarah is a ASU student working on her Masters in Public Administration and is currently a Youth Librarian at the Tempe Library. Sarah has her Bachelor's degree in Elementary Education and is observing the commission meeting for a class assignment.

Chair Chin also asked each of the new commissioners to briefly introduce themselves, provide a little of background and why they wanted to serve on the commission.

Kathy Dietz grew up in Tucson and has lived in Tempe since 1992. Kathy taught at ASU for many years, including teaching English as a second language. Kathy has five grown children and almost 10 grandchildren. Kathy is also involved with the Assistants League, which is involved with the Care7

program. Kathy has always been interested in diversity issues and is looking forward to a good experience.

Frank Morales has always been drawn to the area of human relations. Frank has lived in the Tempe since 1982 and worked in the human resources field since 1971 for many different companies including APS and State of Arizona. Frank has a diverse background including his service in the Air Force and his participation in Toastmasters during which time he met his future boss and began his career in Human Resources.

Thaddeus Swiecki is originally from Poland but has lived in Tempe since 1982. Thaddeus also spent time in Africa before coming to the United States. Thaddeus lived in New Jersey before settling here in Tempe. Thaddeus worked for many years in Tempe and is now retired and volunteers for the city.

Agenda Item 2 –Consideration of Minutes
November 12th, 2008, Awards Subcommittee minutes
Motion made by Commissioner Joseph Mann to ACCEPT minutes.
Second by Commissioner Linda Ritland
Minutes APPROVED.

February 10th, 2009, Commission Minutes
Motion made by Commissioner Linda Ritland to ACCEPT minutes.
Second by Commissioner Florence Boyle
Minutes APPROVED.

Agenda Item 3 – Strategic Planning Discussion Continued (2 of 3)
The commission continued with their Strategic Planning Discussion. The purpose of the planning session is to review the mission and charter of the commission in relation to developing the commission's direction. Chair Arlene Chin began the discussion by reviewing the audience the commission serves and the roles of the commission. The commission serves Mayor & Council, City of Tempe Employees and the community. The commission has three primary roles; Educate/ Awareness, Advise and Advocate. There was lengthy discussion held about the roles of the commission, ideas about how it will look and what techniques will be used to act within these roles.

The next question that Chair Chin posed is "What are the commission's priorities?" The commission discussed the concept of setting priorities in lieu of goals and setting those priorities for the coming year. There were several great ideas shared including:

- Broadening our educational outreach to all related diversity events
- Expanding the Unity Walk to include more diverse entertainment and possibly vendor booths
- Locating and contacting diverse groups in the community, learn more about them, let them know who the commission is and find out how we can help them in their outreach efforts.
- The concept of being more dynamic, taking more action

Chair Chin challenged all commissioners to think about everything discussed and react to it. She asked everyone to submit their reactions to her before the next commission meeting. She would like all commissioners to also review the mission statement for any changes they would like to see made. Staff Rosa Inchausti added that strategic planning can be difficult and suggested focusing on what it should look like and fill in the details later.

Agenda Item 4 – L.U.L.A.C

Commissioner Josephine Vega shared some information about an organization called L.U.L.A.C, League of United Latin American Citizens. L.U.L.A.C. began in 1929 in Corpus Christie, Texas. It is a non-profit organization to which members must be U.S. Citizens with the purpose of helping its members in Americanization, Government policies and voting. The programs assist in Education, Citizenship, Education of Children and Scholarships to colleges, housing for the elderly and counselors and attorneys available to assist the public.

Commissioner Vega invited all commissioners to attend the 58th Annual L.U.L.A.C. Convention being held on April 26th, 2009 at the Fiesta Inn. The registration fee is $25 and includes a breakfast and lunch. This is a great opportunity for anyone to learn more about this ethnic group.

Agenda Item 5 – Unfinished Business

A. Calderon Report – Commissioner Swiecki stated he reviewed the Calderon Report and was left with many more questions. He stated that it appears that the Water Department issues began as technical problems and ended in human relations issues. Commissioner Dietz asked if any of the safety issues had been resolved. Commissioner Dietz believes the Calderon Report suggests mismanagement. She is concerned that when employees brought issues forward "management began to retaliate". Commissioner Morales questions how the conclusions were made in the Calderon investigation. He suggests that the management team appears to be ill prepared to direct the department.

Agenda Item 6 – Diversity Department Update

A. **GSA Educational Series** – The Gay/Straight Alliance recently re-evaluated their purpose and decided to change their meeting format. In addition to their monthly business meetings, they have begun offering an educational series which is open to city employees and the community. Rosa provided commissioners with the survey evaluation from the series held January 29th. The GSA received a positive response to the program. The next Educational Series event will be held on April 29th at the Tempe Transit Center.
B. **City of Tempe Community Survey** – Rosa shared the annual community survey with the commission, pointing out that the survey showed that the community is satisfied with the city's diversity efforts.
C. **Unity Walk Wrap-up** – Rosa reported that all the cities have voted to keep the Unity Walk in Tempe. Tempe will continue to host the future events. There were close to 1000 walkers that attended and 400 Tempe T-shirts were handed out.
D. **Foundation for Inter-cultural Dialogue** –The Foundation for Inter-Cultural Dialogue (FID) is an independent and non-profit organization established in 2004 by a group of Arizonans, including engineers, educators, and students. As the name implies, their primary goal is to promote dialogue, mutual respect, and cooperation among different cultures and faiths make up our society. They have an upcoming event, The Arizona Children's Festival on Saturday, April 25th, which is free and open to the entire family. A flyer for the event was distributed to the commissioners.

Agenda Item 7-Current Events Announcements

Chair Chin shared that Tempe Leadership is hosting a mixer on March 18th for anyone interested in learning more about the program. They are currently in their 24th class. Tempe Leadership is a program

sponsored by the Tempe Chamber of Commerce comprised of approximately 20 adults, in which participants learn the in and outs of the Tempe government and community. Several of the commissioners spoke of their experience and recommend the program.

The commission's next meeting is scheduled for April 14th, 2009.

Meeting adjourned at 7:40 P.M.

Prepared by: Brandy Naleski

Reviewed by: Rosa Inchausti

Rosa Inchausti, Diversity Manager